

California Postsecondary Education Commission





Public Higher Education Performance Accountability Framework Report

Goal: Contribute to Economic, Civil,
and Social Development

*Measure: Workforce Preparation —
Degrees Awarded in Selected Areas of Projected
Workforce Demand*

Public Higher Education Accountability Framework

- Under State law, the Commission is the public agency with data needed to assess student success across the education systems.
- Priority is to achieve the best-educated and prepared workforce and population.

Objectives Today.....

- Review key findings on the characteristics California's market for college graduates.
- Examine the match of degrees awarded and projected demand in a few specific fields.

Finding

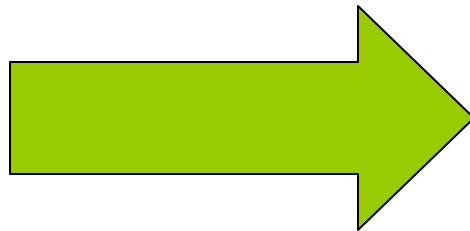
- The California economy needs more people with degrees than the state produces.
 - California relatively fewer degree holders than benchmark states.
 - California imports many degree holders to make up the short fall.

Match Between Degree and Jobs is a Many to Many Match

- A single degree can lead to many occupations.
- A single occupation can take new hires from many academic disciplines.

Psychology Matches to 17 Occupations

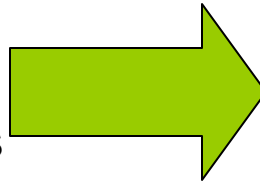
Psychology



- Employment Recruitment and Placement Specialist
- Compensation, Benefits & Job Analysis Specialist
- Training and Development Specialist
- Human Resource Specialist
- Operations research specialist
- Market Research Analysis
- Clinical Counseling and School Psychologist
- Industrial-Organizational Psychologist
- And eight more.....

Employment Recruitment and Placement Specialists Can Come from Nine Fields

- Psychology
- Economics
- Political Science
- Government
- Sociology
- Business/Managerial Economics
- Human Resource Management
- Labor and Industrial Relations
- Organizational Behavior



Employment Recruitment
and Placement
Specialists

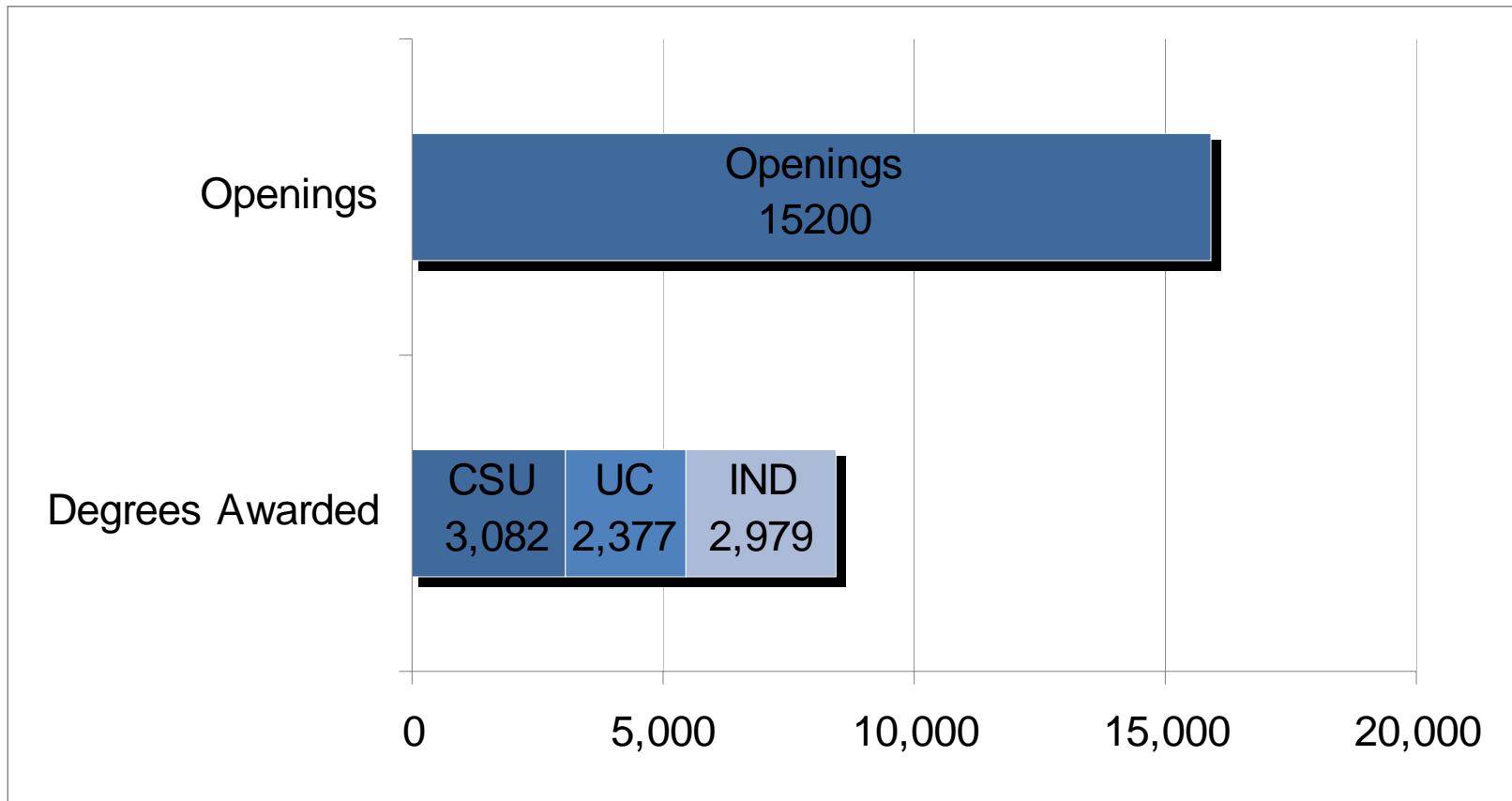
Employers Value “General Skills” Which Education Provides

- Critical reasoning
- Problem solving
- Communication—oral and written
- And most importantly, the ability to ***learn*** specific procedures and skills quickly

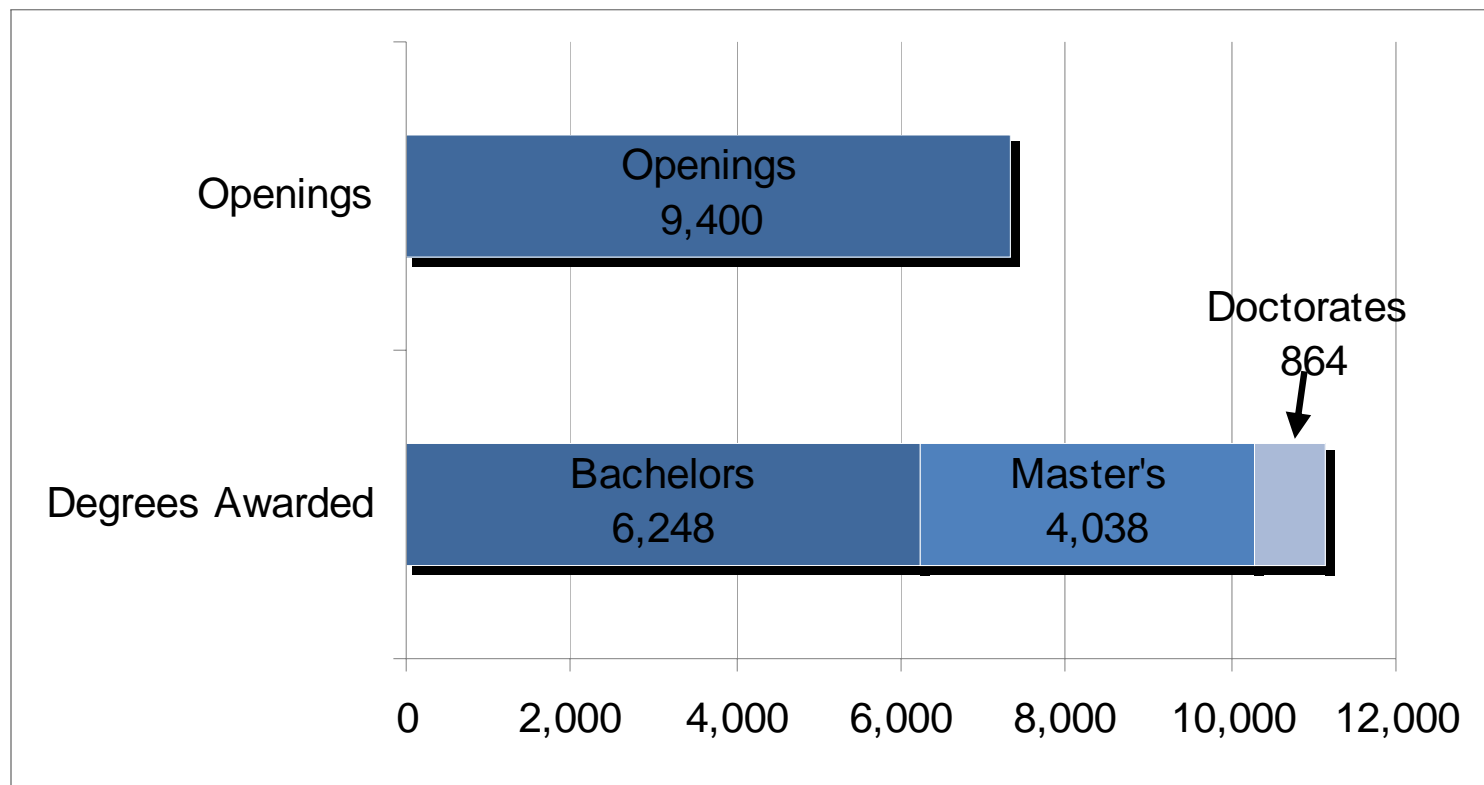
There are a few occupations where there is a clear path from degree to occupation

- Computer occupations
- Engineering occupations
- Nursing and healthcare occupations
- Lawyers
- Teachers

Computer Occupations: A shortfall



Engineering: A Possible Shortfall



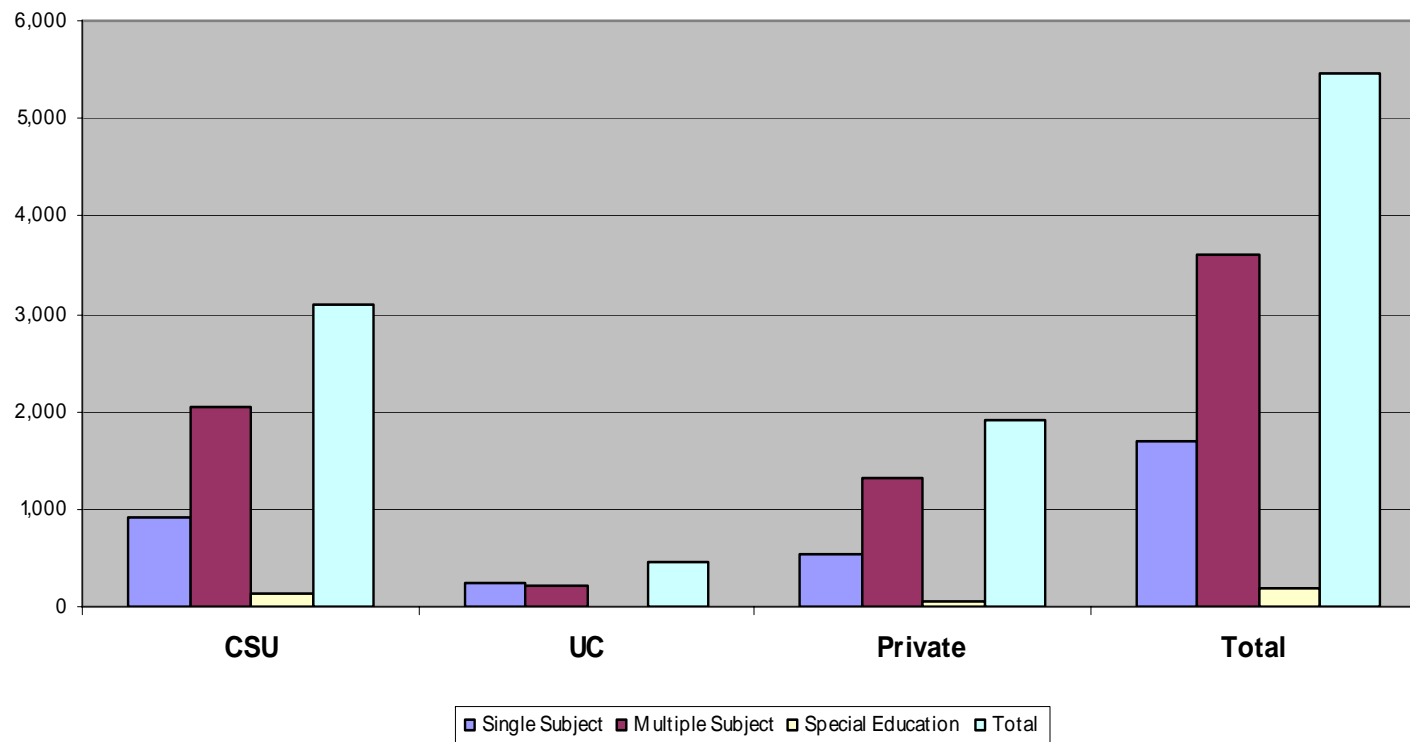
Health Care Occupations: Hit and Miss

- Nurses: almost enough
 - 10,400 degrees awarded
 - 11,000 openings
 - But 800 degrees are existing nurses moving up to Masters and Doctoral level
- Doctors: Enough
 - 1,200 MDs awarded
 - 920 openings
- Pharmacists: Shortage
 - 577 degrees awarded
 - 1.030 openings

Teachers: Shortage Continues

- 20,500 to 23,000 Openings, 5,461 first time credentials awarded

**First Time Credentials Recommended by Calif. Institutions
2005-06**



Conclusions

- Overall shortfall of college graduates.
- Maintaining and improving the quality of general skills is key to meeting the labor market demand
- Precise labor market planning is not possible for higher education.
- Need to expand graduates in a few key technical fields: engineering, computer, education, nursing, pharmacists.
- Higher education will always need to respond to episodic shortages and surpluses in the market.

Conclusions 2

- Commission can help link higher education to the labor market by providing students and campuses with accurate up-to-date data on labor market trends with systems like STEPS.
- Commission should develop a system to track graduates and leavers into the labor market to provide students and campuses with more feedback on their fit to the market.

Questions?

